



Testimony of Eric W. Gjede
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Before the Committee on Labor and Public Employees
February 16, 2017

**Testifying in opposition to SB 747
AN ACT PROHIBITING "ON-CALL" SHIFT SCHEDULING**

Good afternoon Senator Gomes, Senator Miner, Representative Porter, Representative Bocchino and members of the Labor and Public Employees Committee. My name is Eric Gjede and I am counsel at the Connecticut Business and Industry Association (CBIA), which represents thousands of large and small companies throughout the state of Connecticut.

CBIA is opposed to SB 747.

SB 747 would require the general statutes be amended to prohibit on-call employment, and for employers to give employees at least twenty-four hours prior notice if the employee is not needed to work a scheduled shift.

On-call employment positions are critical component of certain industries that are unable to determine their labor needs in advance. Employers may not have the resources, equipment or materials needed for segments of their workforce to work on a particular day. Further, it makes employers unable to adjust for unexpected employee absences. Without on-call scheduling, daycare centers, for example, may be unable to meet their state-mandated student to teacher ratio if an emergency arises for a parent or teacher. Builders may be forced to pay workers to install materials that have not yet been delivered to the job site.

Mandating employers in certain industries commit to the size of their workforce in advance will also mandate the employer take a financial loss during periods of time in which their business is slower or busier than expected.

We urge the committee to take no action on SB 747.